



# Navy Manning Plan (NMP) Tutorial





# Navy Manning Plan

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- NMP represents the number of Sailors that are available to fill Force Structure billets in the Navy.
  - NMP is generally known as “distributable” inventory, but is more accurately a reflection of “distributed” inventory.
  - P9 NMP reflects a projection of the inventory that will be distributed to billets in the future.
- Calculated separately by ratings and/or “closed loop” NECs
- Further broken down by paygrade, composite and MCA
  - Composites are sea duty, submarine sea duty, and shore duty
- Some commands/ratings have “directed” or “special” NMP
  - CNO priorities (Pri 1, 2, 3, or 0)
    - Flag Staffs, White House Comms, etc.
  - MCA priorities
    - FDNF, Diego Garcia, etc.
- Every other command is given a “fair share” of the assets remaining after the “directed” NMP is applied
  - Some exceptions – i.e. 1/1 commands



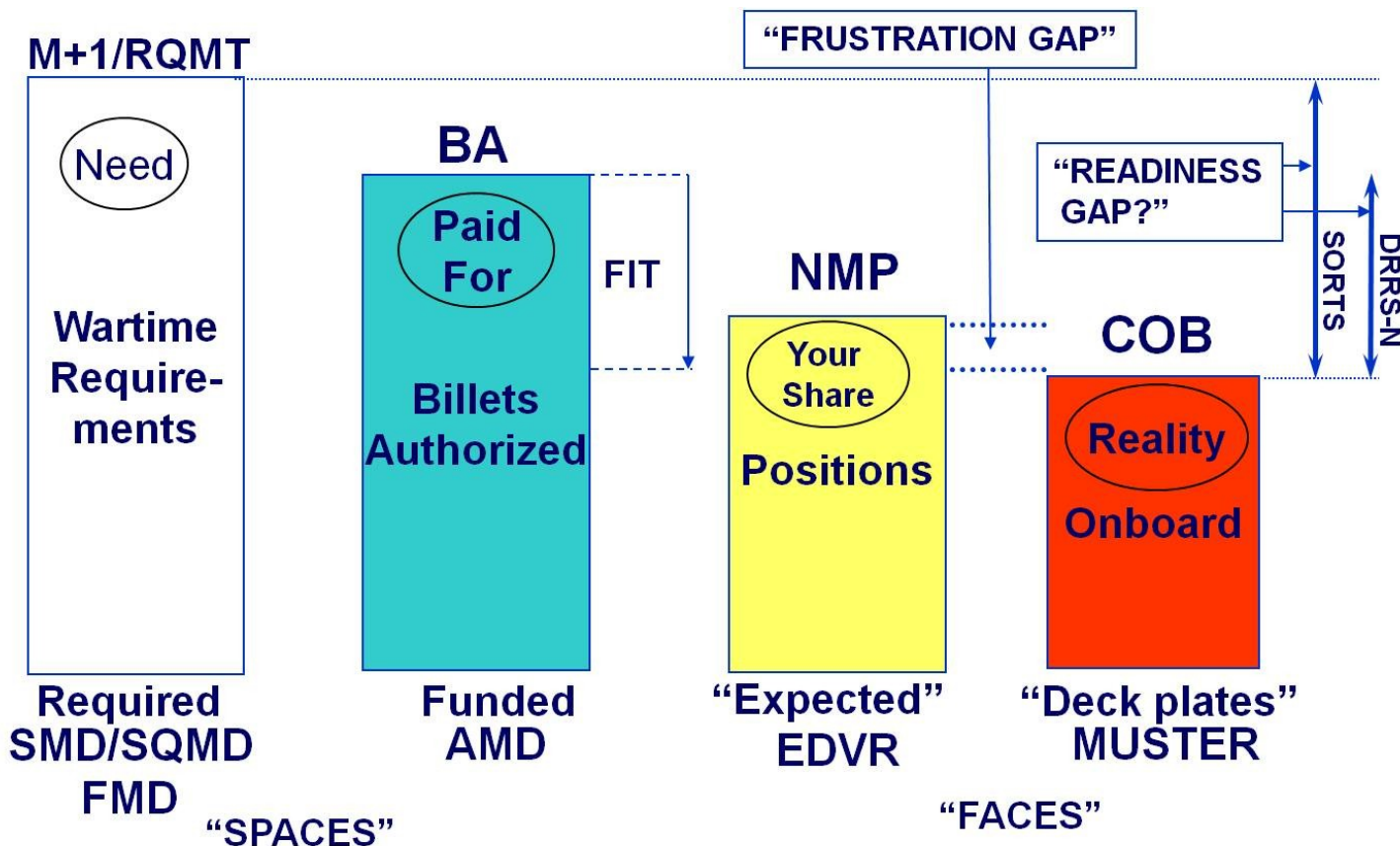
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- Because NMP is based on available inventory, it could be above, equal to, or below the number of billets authorized (BA)
  - D-rated personnel fall under their assigned rate for NMP calculations, not their actual rate
- NMP is ~99% accurate representation of the rate in the aggregate
  - ~1% is D-rated
- NMP accuracy within a specific rating can vary dramatically
  - Legacy computer systems preclude continuous updates
    - Enlisted Distribution Projection tool (EDPROJ) is no longer active
  - Based on inventory projections; accuracy affected by factors such as:
    - Separations above/below projections
    - Retentions above/below projections
    - Promotions above/below projections
- NMP “rewrites” are performed by PERS-4013 and approved by the MCAs before implementation
  - Rewrites/reviews done at least annually or as required based on changes in projections

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Readiness and FIT levels are not based on NMP



# NMP challenges

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- Some Sailors are not distributable to sea
  - Sailors not world wide assignable (~1K)
  - HIV Sailors (~365)
  - Pregnant/LIMDU Sailors count in NMP on shore (~6K)
  - HUMS (~115)
- Some Sailors are limited where they can be distributed at sea
  - Exceptional Family Members (~10K)
  - Dual Military Spouses (~13K)
  - Non US Citizens (~5.5K)
- Decomms often require manning after funding is removed
  - CGs, CV-67, etc.
- Some commands require manning before billets are funded
  - HUQ-1, HSM-37
- Even if endstrength and inventory are 100%...
  - Distributable inventory may not be in the right payband
  - SSF requirements don't align with Fleet Demands
    - INUS/OUTUS issues
- Thousands of monthly BA changes impact “fair-share” allocation



# Navy Manning Plan Wrap-up

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- In a perfect world, individual commands would always be manned to BA. If inventory limits the ability to man to BA, then distribution strives to man commands to their NMP level.
- Distribution of available assets is constrained by:
  - Advancements
  - Billet changes
  - NEC requirements
  - PCS/Training costs
  - Sea/Shore Flow
  - “Frictions”
- NMP provides a projected number of a command’s share of inventory, it is unrealistic to expect that the distribution process can always meet it
- NMP does not guarantee that a requisition will have the relative priority to be advertised on CMS-ID, using either the MCA’s requisition priority algorithm or a MCA manual override